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U. S. DEPARTMENT OF LABOR

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WOMEN'S BUREAU

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PRELIMINARY REPORT OF
A SURVEY OF WAGES, HOURS, AND CONDITIONS
OF WORK OF THE WOMEN IN INDUSTRY
IN ATLANTA, GEORGIA

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PRELIMINARY REPORT OF A SURVEY OF WAGES, HOURS, AND CONDITIONS OF WORK FOR WOMEN IN MERCANTILE AND INDUSTRIAL ESTABLISHMENTS IN ATLANTA, GA., MADE BY THE WOMEN'S BUREAU, UNITED STATES DEPARTMENT OF LABOR.

INTRODUCTION.

This investigation was made at the request of certain prominent citizens of Atlanta interested in industrial and civic betterment. It was started May 28 and continued until July 13, 1920.

As it was not possible because of limited time to make an exhaustive study nor to visit every plant employing wage-earning women in Atlanta, certain representative establishments were chosen. It was thought best to make the survey cover those industries which employed the greatest number of women and to select a representative number of plants, both large and small, from each industry, the number varying in direct proportion to the size and importance of the industry in relation to the women workers in the city. A large number of women were employed in restaurants and hotels, but as the United States Bureau of Labor Statistics had made a recent investigation of such work it was unnecessary to duplicate this study. Certain textile mills, information about which had already been secured by the same Government bureau, also were excluded. The State department of commerce and labor was consulted as to the industrial and mercantile establishments in the city employing the largest number of women workers. In all, 27 plants were visited, including:

7 mercantile establishments—

5 department stores.

2 5 and 10 cent stores.

16 manufacturing establishments—

5 candy.

3 paper box.

1 wooden box.

2 hat.

2 mattress.

1 preserving.

2 textile.

4 laundries.

The establishments listed above are divided into three groups—stores, manufacturing establishments, and laundries. This grouping was made necessary because of the varied conditions due to the character of the work; for example, the length of the working day in the stores was dependent largely on the public, and the unusual character of the work in laundries made a comparison with the work in stores and factories difficult. There was also a variety of wage systems; the wages in stores were based wholly on timework with

the complication of the bonus and commission systems; the wages in laundries were usually on timework; and those in factories on both timework and piecework.

The following table gives the total number of men, women, and children employed in the establishments visited at the time of the investigation:

TABLE 1.—*Number of men, women, and children employed at time of investigation, 1920, by establishment.*

Individual establishments.	Number of employees.			
	Total.	Men.	Women.	Children under 16.
1.....	394	192	187	15
2.....	497	157	340	
3.....	132	14	118	
4.....	157	(¹)	157	
5.....	16	7	9	
6.....	78	(¹)	78	
7.....	69	8	60	1
8.....	19	6	13	
9.....	76	30	46	
10.....	54	13	41	
11.....	44	40	4	
12.....	251	(¹)	251	
13.....	173	62	111	
14.....	35	15	20	
15.....	58	13	45	
16.....	441	44	394	3
17.....	175	55	120	
18.....	58	12	46	
19.....	44	40	4	
20.....	63	59	3	1
21.....	52	22	30	
22.....	225	109	113	3
23.....	80	35	40	5
24.....	168	56	112	
25.....	143	32	111	
26.....	150	59	91	
27.....	77	37	40	
Total.....	3,729	1,117	2,584	28

¹ Not reported.

The total number of women employed by these establishments was 2,584. Of these 36.7 per cent were in stores, 49.5 per cent were in factories, and 13.7 per cent were in laundries.

TABLE 2.—*Number of women employed in the establishments visited, by employment group.*

Employment group.	Women employed.	
	Number.	Per cent.
Stores.....	949	36.7
Factories.....	1,281	49.6
Laundries.....	354	13.7
Total.....	2,584	100.0

Definite information about the hours, wages, and working conditions was secured by the investigators from interviews with employers, managers, and foremen, from inspection of the plants, and from access to pay rolls. In order to obtain accurate and reliable

statistics, data were taken from the pay rolls by the investigators personally. A factory schedule was used to record information as to the number of employees—men, women, and children; the daily and weekly hours, the lunch period, Saturday half-holiday, overtime; rates of wages, the pay period, fines, bonuses, initial rates for beginners; the labor turnover, and the seasonal nature of the industry. In addition, notations were made about the working conditions in each plant; the space, heating, lighting, ventilation, cleanliness, and seating in the workrooms; the occupational and fire hazards; the sanitary, service, and welfare facilities; and the employment management. Another schedule used was a card on which were recorded the data from the pay rolls—hours of work, the rate of pay, and the actual earnings for a pay-roll period, specifying whether time or piece work, of each worker in each occupational group. With this information was combined that obtained from cards filled out by the employees, giving name, address, conjugal condition, country of birth, age, age at beginning work, length of experience in the industry, length of employment with the present firm, occupation, and a statement whether living at home or boarding. A 52-week schedule also was used, on which were recorded the actual earnings for each week in the year of a representative number of workers in the establishment. All these statistics were supplemented by information obtained through home visits to employees, when personal facts were secured about the workers' wages and increases during the past year, about living conditions, home responsibilities and dependents, age at leaving school and reasons for leaving former jobs, and opinions in regard to working conditions.

The data were taken, in all cases where it was possible, from two weekly pay-roll periods, one in the fall of 1919, the other in the spring of 1920. In the case of seasonal industries the effort was made to take one week in the busy season and one in the slack.

The investigation was accompanied by a number of difficulties due to the great variety, and in some cases the absence, of pay-roll records. In a few cases in which occupations and rates of pay were not a matter of record, these were given orally by managers.

SUMMARY.

Hours.

1. Five stores had hours of less than 9 a day exclusive of overtime.
2. Fourteen factories had a day of 9 hours or over, and 6 of these had a day of 10 hours or more.
3. All four laundries had a day of 9 hours or more.
4. One thousand and forty-one women, or 40.3 per cent of the total number of women working in all establishments, had regular hours of more than 9 a day.
5. Four stores, employing 84.5 per cent of all women in the store groups, had weekly hours of less than 48.
6. Of the 16 factories only 2 had hours of less than 48 a week (and one of these only in the slack season); six, employing 247 women (or 19.3 per cent of all women in the factory group), showed weekly hours of more than 54.
7. All the laundries worked more than 48 hours a week, and one, employing 40 women, reported a 60-hour week.
8. Overtime is the practice in busy seasons or cases of emergency in 12 of the 16 factories, 4 of the 7 stores, and all the 4 laundries. The pay-roll data taken for the busy season show 9.9 per cent of the women in factories working overtime.
9. Saturday half-holiday the year around was observed in 18 of the 27 establishments, and a half-holiday in June, July, and August in four others.
10. A lunch period of at least 30 minutes was allowed in every plant visited.

Wages.

1. Initial or beginning wage rates were from \$5.00 to \$12.00.
2. Median weekly rates for time workers were \$12.15.
3. Median weekly earnings for all workers were \$11.70.
4. It is evident from these tables that high earnings had little connection with the number of hours worked.
5. Earnings in all industries, but especially in stores, are increased by experience in the trade.
6. Women under 20 years of age, and those 50 and over, earn less than the middle group excepting in laundries, where the high age group is also a high earning group.

Working conditions.

1. General conditions, such as space, cleanliness, heating, and ventilation, were fairly satisfactory in the 20 manufacturing establishments and laundries visited.
2. Natural lighting was generally good. In 16 establishments the artificial lighting was inadequate.
3. Five establishments had no seats for the women workers, and in 11 the provisions were inadequate.
4. Fire hazards were found in 9 establishments.
5. Sixteen establishments had unsatisfactory drinking arrangements.
6. Seventeen establishments were inadequately equipped as to washing facilities.
7. Eight establishments had an insufficient number of toilets; 14 establishments had toilets inadequate in other respects.
8. Seventeen establishments had no lunch room.
9. Seven establishments had no cloak room and 9 others had inadequate accommodations.
10. Eighteen establishments had no rest room.
11. Ten establishments had no first-aid equipment.
12. An employment manager was found in only one establishment.

Workers.

1. Among the 700 workers whose nationality was ascertained only 3 were foreign-born.
2. Of the 697 women whose living conditions were reported, 85.9 per cent were living at home or with relatives and 14.1 per cent were boarding with other persons.
3. Of 68 women and girls visited in their homes, 52 were entirely self-supporting and 20 of these were supporting dependents.
4. Over one-fourth of the women workers in all industries were under 20 years of age. The factories showed the largest proportion in this group, with 35.3 per cent. The greatest proportion of women workers in all industries, more than one-third, were between 20 and 30 years of age.

RECOMMENDATIONS.**1. Hours.**

- a. Women should not be required or permitted to work more than eight hours in any one day.
- b. Women should not be required to work more than one-half day on Saturday.
- c. Hours of work should be posted in each establishment.

2. Wages.

Minimum-wage legislation is necessary to bring about a more adequate compensation for women wage earners. An effective way of dealing with this question has been the enactment of laws creating minimum-wage commissions. The employers, the employees, and the public should be represented on such a commission. A wage board for each industry should be appointed by the commission.

3. Working conditions.

- a. Workrooms should have good ventilation, sufficient heat, and constant cleanliness.
- b. The lighting of workrooms should be good, artificial as well as natural, and so arranged as to prevent direct rays from shining into the workers' eyes.
- c. Seats with backs should be provided, and they should be adjustable to the work and to the workers.

- d. There should be one toilet for every 20 women employed and one toilet for every additional 15 women or fraction thereof. The toilets should be properly screened, well ventilated, and kept in a clean and sanitary condition.
- e. Washing facilities, with hot and cold water, soap, and individual towels, should be provided in sufficient number and in convenient locations.
- f. Drinking water should be cool and accessible, with individual drinking cups or bubble fountains.
- g. Sufficient cloak rooms and rest rooms, with a matron in charge, should be provided.
- h. Provision should be made for the workers to eat lunch outside the workroom.
- i. A first-aid equipment should be provided in every establishment.

4. Legislation.

Legislation should be enacted limiting hours and prescribing conditions of sanitation and comfort.

5. Representation.

One or more women should be appointed to the State Board of Commerce and Labor, not only to represent the interests of women workers but to aid in all problems of labor affecting both men and women workers.

THE WORKERS.

In order to appreciate fully the problems connected with women in industry it is necessary to regard the woman not only as wage earners but as human beings. In order to understand the needs of women at their work it is necessary to know the conditions under which they live, to analyze home responsibilities, obligations to dependents, and requirements of living. Accordingly, in the present study visits were made to 68 women in their homes. These women worked in department and 5 and 10 cent stores, textile mills, laundries, and candy, preserving, hat, and paper-box factories.

An interesting fact in the industrial situation in Atlanta is that of the 700 workers whose nationality was ascertained only 3 were foreign born—2 from Russia and 1 from Alsace-Lorraine. They have been brought up, therefore, almost without exception, under the influence of American institutions, with American standards and ideals.

Of the 697 women from whom information was secured about living conditions, 599, or 85.9 per cent, were living at home or with relatives, and 98, or 14.1 per cent, were boarding with other persons. In some cases the women, because of low wages or heavy responsibilities, were obliged to submit to conditions far below their standards, living in dilapidated, unhealthful dwellings or in cheap, crowded, boarding houses. In other cases the girls were living with their families in comfortable suburban homes. The prices in one boarding house were \$8 to \$10 a week, two in a room. Several cases were found in one house of four girls in a room, two in a bed, the girls paying \$6 a week each. This boarding house was dismal, had no parlor or living room, just a square hall with a piano, couch, and a couple of chairs. The girls complained of never having any privacy. Some of the girls were boarding in church homes, run on a semi-charitable basis, of which there are six in Atlanta.

In regard to the women and girls living at home it was found to be generally true that in addition to their outside work they helped with the housework, and in some cases did it all.

Frequently women workers supported others. The matter of dependency is an intricate one, requiring careful and special study, and as the time of this investigation was limited it was possible to get only general information about the number of women supporting themselves and others. Of the 68 women and girls visited, 52 were entirely self-supporting and 20 of these had definite dependency claims ranging from contributions to the support of one or more persons to the entire maintenance of a family of from two to five. A more detailed study doubtless would have revealed the fact that many of those reported as only self-supporting were in reality contributing to the support of their families.

Of the 687 women and girls whose ages were ascertained there were, in all the industries, only 4 under 15 years of age, but 185, or more than one-fourth, were under 20 years of age. Factories showed the largest proportion under 20 years of age, 35.3 per cent. Laundries were next, with 23.2 per cent; but stores, with 21.6 per cent,

show almost the same condition. Over one-third of the women in all the industries, 35.2 per cent, were between 20 and 30 years of age, the largest group of any shown on the accompanying Table No. 3. It is interesting to note that only 28.3 per cent of the women in factories were between 20 and 30 years of age, whereas in the stores there were 38.7 per cent, and in the laundries 42.1 per cent, in this age group.

TABLE 3.—*Number and per cent of women in each age group.*

Age group.	All Industries.		Stores.		Factories.		Laundries.	
	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.	Num-ber.	Per-cent.
14 and under 15 years.....	4	0.6	3	0.9	.....	.....	1	1.1
15 and under 16 years.....	15	2.2	9	2.7	5	1.9	1	1.1
16 and under 18 years.....	87	12.7	27	8.1	50	19.4	10	10.5
18 and under 20 years.....	79	11.2	33	9.9	36	14.0	10	10.5
20 and under 30 years.....	242	35.2	129	38.6	73	28.3	40	42.1
30 and under 40 years.....	144	21.0	77	23.1	51	19.8	16	16.8
40 and under 50 years.....	74	10.8	41	12.2	21	8.1	12	12.6
50 and under 60 years.....	34	4.9	12	3.6	19	7.4	3	3.2
60 years and over.....	8	1.2	3	.9	3	1.2	2	2.1
Total.....	1687	100.0	334	100.0	258	100.0	95	100.0

¹ Of the 700 workers who supplied personal record cards, 13 did not report their age.

HOURS.

Despite the general tendency throughout the country toward a reduction in working hours, Georgia is backward in joining this movement. A State law stipulates "that the hours of labor required of all persons employed in all cotton or woolen manufacturing establishments in this State, except engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, and all help that may be needed to clean up and make necessary repairs or changes in or of machinery, shall not exceed 10 hours per day; or the same may be regulated by employers so that the number of hours shall not in the aggregate exceed 60 hours per week; provided that nothing herein contained shall be construed to prevent any of the aforesaid employees from working such time as may be necessary to make up for lost time, not to exceed 10 days, caused by accident, or other unavoidable circumstances." Fortunately many of the employers are more progressive than the State law.

Hours of work were obtained for all of the 27 plants visited. Daily and weekly hours were recorded, as weekly hours alone are seldom indicative of the length of the working day, owing the Saturday half-holidays and the irregularity of the daily hours in certain industries.

The daily and weekly hours in stores, factories, and laundries show considerable variation. In stores the hours were from 7½ to 9 a day and from 45 to 58 a week. Four of the 7 stores had a 7½-hour day and a 45-hour week. The factories reported daily hours ranging from an 8-hour minimum (in the slack season only) to a 10-hour-and-50-minute maximum, with weekly hours from 44½ (slack season) to 60. Of the 16 factories whose hours were recorded, 6 had a 9½-hour day and a 52 to 53 hour week, while 6 reported 10 hours or more a day with a week of from 55 to 60 hours.

The 4 laundries had daily hours of 9 to 10 and weekly hours of 49½ to 60.

A Saturday half-holiday was given in 4 of the 7 department stores only. One store had a 13-hour day on Saturday the year around. All of the 16 factories had half-holidays both winter and summer, and 2 of the 4 laundries worked but half a day on Saturday.

In all the establishments at least a half-hour was allowed for lunch, and in a number the lunch period lasted an hour. In 6 of the 7 stores an hour period was given for lunch; the remaining store did not report on this question. In factories the majority was reversed, and 14 of the 16 gave but half an hour. Three of the 4 laundries allowed but half an hour.

Thus 6 stores, employing more than 99 per cent of all women employed in stores covered by this report, had hours of less than 9 a day exclusive of overtime. Of the factories, all but two of those reported had a 9-hour day or over at the time of the investigation, and 6, employing 19.3 per cent of all the women in the factory group, worked a day of 10 hours or longer. The laundries all had a regulation day of 9 hours or over, and one plant, where 40 women were employed, worked a 10-hour day.

One thousand and forty-one women, or 40.3 per cent of the total number of women working in all establishments, had regular hours of more than 9 a day.

When it is considered that these hours do not include time going to and coming from work, and that most of the women have home duties waiting to be done after their outside work is finished, it is even more difficult to realize the extent of the hardship of long and uncertain hours of work.

Four stores, employing 84.5 per cent of all women in the store group, had weekly hours under 48, and but one store had a week of over 54 hours. Of the 16 factories two had hours of less than 48 a week while 6 showed weekly hours of more than 54. These 6 plants employed 247 women, or 19.3 per cent of all the women in the factory group. All the laundries worked more than 48 hours a week, and one—employing 40 women—reported a 60-hour week.

Twelve of the 16 factories, 4 of the 7 stores, and all the 4 laundries reported that overtime was required or permitted at certain seasons or in cases of emergency. As a matter of fact, however, comparatively little overtime appears in either of the pay-roll periods taken—one in 1920 and on in 1919. In 1920, 3 of the 15 factories for which wage data were secured had employed women overtime during the week in question, these women numbering 17 of the total of 615 for whom hours worked were reported. In the 1919 pay-roll period, at a time when several industries were at the height of the busy season, 8 of the 15 factories reporting hours worked for a total of 741 women kept 73 of these women overtime. More than one-half of the women worked 6 hours over the regular weekly schedule. Some of them exceeded it by 30 minutes or an hour, but there were isolated cases of gross abuse of the practice, as, for example—to cite the most serious—the woman reporting 91½ hours worked during one week in November, 1919, in a candy factory, whose regular weekly hours were 52. Two of the 4 laundries showed overtime—ranging from 1

to 2½ hours—during the 1920 pay-roll period. No overtime in the laundries was worked during the week in 1919 for which wage date were secured, and the 7 stores showed no overtime in either 1919 or 1920.

Most of this overtime was not obligatory, but, as one girl said, "We were paid time and a half for overtime and I could not afford not to work." This girl worked until 9 o'clock every evening except Saturday and Sunday for 5 weeks before Christmas.

In the 1920 pay-roll period considerable lost time is shown. Stores indicate the steadiest attendance and factories the greatest amount of lost time. It is almost impossible to learn the causes of lost time, but talks with the girls disclosed personal reasons, such as illness of the worker or a member of her family, and week-end visits to the country. These personal reasons for absence from work were especially prominent with department store employees, while the factory and laundry women complained of frequent days or hours when no work was available, and of much consequent idleness beyond their control. The seasonal character of certain industries such as candy and box making accounts for some lost time, but it is impossible to tell how much of the lost time reported in this survey is due to this cause.

WAGES.

The initial or beginning rate of pay when a woman enters an establishment varies according to the industry and to the establishment. The department stores as a whole pay a higher beginning rate than do factories, and their initial rates are from \$8 to 10. Rates sometimes vary in the same store as much as between establishments. In one store girls at the notion counter begin at \$8 a week and at the glove or ribbon counter at \$10, while cashiers begin at \$9. These rates for sales people are based on the value of the sales rather than on the workers' time and effort.

Factories show initial rates of from \$7.50 to \$12. These rates do not apply to an experienced worker, especially if the operation requires skill. Usually, however, an experienced worker prefers and is permitted to go directly on piecework, if, as is often the case, her work is on a piece-rate basis.

The laundries have lower initial rates than have either stores or factories. The beginners' wage reported in the 4 laundries ranged from \$5 to \$7 a week. As in the stores, the rates varied with the skill and experience of the worker.

General wage rates paid in all industries, as shown by the pay-roll weeks taken, give a median in the 1919 week of \$10.90 and in the 1920 week of \$12.15, an increase of \$1.25. This increase of wages between the two pay periods chosen (6 to 8 months apart) is greatest in stores, where we find the median rate for 1919 to be \$12.60, while for 1920 it is \$14.55, an increase of \$1.95. This is more than twice as much as the actual money increase in median factory rates, which are \$10.85 for 1919 and \$11.80 for 1920. The increase in rates in laundries was only \$0.35, the median rate being \$7.15 in 1919 and \$7.50 in 1920. The per cent increase in the rates of stores was 15.5, in those of factories 8.8, and in those of laundries 4.9.

TABLE 4.—*Number and per cent of women receiving each classified weekly rate during one weekly pay-roll period in 1920 and one in 1919, by industry.*

Weekly rate.	Women in all industries.				Saleswomen.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$6.....	8	0.5	36	2.5				
\$6 but not \$8.....	257	17.3	273	18.9			3	0.8
\$8 but not \$10.....	142	9.5	163	11.3	10	2.5	37	10.1
\$10 but not \$12.....	305	20.5	416	28.8	93	22.8	121	33.2
\$12 but not \$14.....	298	20.0	224	15.5	92	22.5	66	18.1
\$14 but not \$16.....	183	12.3	127	8.8	68	16.7	44	12.1
\$16 but not \$18.....	93	6.2	74	5.1	47	11.5	25	6.8
\$18 but not \$20.....	54	3.6	49	3.4	23	5.6	19	5.2
\$20 but not \$25.....	93	6.2	52	3.6	43	10.5	34	9.3
\$25 and over.....	56	3.8	32	2.2	32	7.8	16	4.4
Total.....	¹ 1,489	100.0	² 1,446	100.0	408	100.0	365	100.0
Median rate.....	\$12.15		\$10.90		\$14.50		\$12.45	

Weekly rate.	Women in stores.							
	Other employees.				All store employees.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$6.....			4	2.3			4	0.7
\$6 but not \$8.....	7	2.8	27	15.3	7	1.1	30	5.6
\$8 but not \$10.....	36	14.6	15	8.5	46	7.0	52	9.6
\$10 but not \$12.....	27	11.0	19	10.8	120	18.3	140	25.9
\$12 but not \$14.....	46	18.7	32	18.2	138	21.1	98	18.1
\$14 but not \$16.....	46	18.7	25	14.2	114	17.4	69	12.8
\$16 but not \$18.....	27	11.0	21	11.9	74	11.3	46	8.5
\$18 but not \$20.....	12	4.9	14	8.0	35	5.4	33	6.1
\$20 but not \$25.....	24	9.8	6	3.4	67	10.3	40	7.4
\$25 and over.....	21	8.5	13	7.4	53	8.1	29	5.4
Total.....	246	100.0	176	100.0	654	100.0	541	100.0
Median rate.....	\$14.75		\$12.95		\$14.55		\$12.60	

Weekly rate.	Women in factories.							
	Box.				Candy.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$6.....								
\$6 but not \$8.....	1	4.0	3	10.3				
\$8 but not \$10.....	7	28.0	11	37.9	23	6.4	72	17.8
\$10 but not \$12.....	5	20.0	4	14.1	164	45.8	218	53.8
\$12 but not \$14.....	3	12.0	6	20.7	125	34.9	75	18.5
\$14 but not \$16.....	6	24.0	3	10.3	27	7.5	25	6.2
\$16 but not \$18.....	2	8.0	1	3.4	9	2.5	10	2.5
\$18 but not \$20.....			1	3.4	7	1.9	1	.2
\$20 but not \$25.....	1	4.0			3	.8	3	.7
\$25 and over.....							1	.2
Total.....	25	100.0	29	100.0	358	100.0	405	100.0
Median rate.....	\$11.85		\$11.15		\$11.90		\$10.90	

¹ Of the 1851 women for whom data were secured in this pay-roll period, 365 were pieceworkers or others for whom weekly rates were not obtainable.

² Of the 1889 women for whom data were secured in this pay-roll period, 443 were pieceworkers or others for whom weekly rates were not obtainable.

TABLE 4.—*Number and per cent of women receiving each classified weekly rate during one weekly pay-roll period in 1920 and one in 1919, by industry—Concluded.*

Weekly rate.	Women in factories.							
	Miscellaneous.				All factories.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$6.....								
\$6 but not \$8.....	40	33.3	44	27.3	41	8.2	47	7.9
\$8 but not \$10.....	24	20.0	12	7.5	54	10.7	95	16.0
\$10 but not \$12.....	3	2.5	40	24.8	172	34.2	262	44.0
\$12 but not \$14.....	16	13.3	25	15.5	144	28.6	106	17.8
\$14 but not \$16.....	9	7.5	14	8.7	42	8.3	42	7.1
\$16 but not \$18.....			5	3.1	11	2.2	16	2.7
\$18 but not \$20.....	9	7.5	13	8.1	16	3.2	15	2.5
\$20 but not \$25.....	17	14.2	6	3.7	21	4.2	9	1.5
\$25 and over.....	2	1.7	2	1.2	2	.4	3	.5
Total.....	120	100.0	161	100.0	503	100.0	595	100.0
Median rate.....	\$9.30		\$10.65		\$11.80		\$10.85	

Weekly rate.	Women in laundries.			
	1920		1919	
	Number.	Per cent.	Number.	Per cent.
Under \$6.....	8	2.4	32	10.3
\$6 but not \$8.....	209	63.0	196	63.2
\$8 but not \$10.....	42	12.7	16	5.2
\$10 but not \$12.....	13	3.9	14	4.5
\$12 but not \$14.....	16	4.8	20	6.5
\$14 but not \$16.....	27	8.1	16	5.2
\$16 but not \$18.....	8	2.4	12	3.9
\$18 but not \$20.....	3	.9	1	.3
\$20 but not \$25.....	5	1.5	3	1.0
\$25 and over.....	1	.3		
Total.....	332	100.0	310	100.0
Median rate.....	\$7.50		\$7.15	

These rates do not include pieceworkers, nor, in many cases, the actual amount of time-workers' earnings. In stores a bonus frequently is given in addition to the regular rate, and in factories and laundries overtime and lost time make a considerable difference between rates and earnings.

TABLE 5.—*Number and per cent of women earning each classified amount during one weekly pay-roll period in 1920 and one in 1919, by industry.*

Actual weekly earnings.	Women in all industries.				Women in stores.			
					Saleswomen.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$2.....	24	1.4	33	1.8	5	1.1	6	1.6
\$2 but not \$4.....	40	2.3	72	3.9	4	.9	6	1.6
\$4 but not \$6.....	95	5.4	124	6.7	10	2.3	9	2.3
\$6 but not \$8.....	275	15.5	298	16.1	7	1.6	14	3.6
\$8 but not \$10.....	244	13.8	22	12.0	30	6.8	38	9.9
\$10 but not \$12.....	239	13.5	320	17.3	60	13.7	85	22.1
\$12 but not \$14.....	248	14.0	219	11.9	70	16.0	58	15.1
\$14 but not \$16.....	175	9.9	130	7.0	41	9.4	27	7.0
\$16 but not \$18.....	122	6.9	111	6.0	47	10.8	26	6.8
\$18 but not \$20.....	86	4.9	96	5.2	38	8.7	30	7.8
\$20 but not \$25.....	125	7.1	113	6.1	57	13.0	37	9.6
\$25 and over.....	98	5.5	111	6.0	68	15.6	48	12.5
Total.....	¹ 1,771	100.0	² 1,848	100.0	437	100.0	384	100.0
Median earnings.....	\$11.70		\$11.00		\$15.60		\$13.30	

Actual weekly earnings.	Women in stores.							
	Other employees.				All store employees.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$2.....	4	1.6	1	0.6	9	1.3	7	1.3
\$2 but not \$4.....	5	2.0	5	2.8	4	.6	11	2.0
\$4 but not \$6.....	11	4.5	5	2.8	15	2.2	14	2.5
\$6 but not \$8.....	29	11.8	25	14.2	18	2.6	39	7.0
\$8 but not \$10.....	28	11.4	14	8.0	59	8.6	52	9.3
\$10 but not \$12.....	40	16.3	18	10.2	88	12.9	103	18.4
\$12 but not \$14.....	41	16.7	29	16.5	110	16.1	87	15.5
\$14 but not \$16.....	29	11.8	24	13.6	82	12.0	51	9.1
\$16 but not \$18.....	14	5.7	22	12.5	76	11.1	48	8.6
\$18 but not \$20.....	25	10.2	14	8.0	52	7.6	44	7.9
\$20 but not \$25.....	20	8.1	6	3.4	82	12.0	43	7.7
\$25 and over.....			13	7.4	88	12.9	61	10.9
Total.....	246	100.0	176	100.0	683	100.0	560	100.0
Median earnings.....	\$14.70		\$13.00		\$15.15		\$13.25	

¹ Of the 1,854 women for whom data were secured in this payroll period 83 did not work this week.² Of the 1,889 women for whom data were secured in this payroll period 39 did not work this week and 2 did not report earnings.

TABLE 5.—*Number and per cent of women earning each classified amount during one weekly pay-roll period in 1920 and one in 1919, by industry—Concluded.*

Actual weekly earnings.	Women in factories.							
	Box.				Candy.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$2.....	1	1.0	3	2.8	6	1.7	6	1.2
\$2 but not \$4.....	3	3.0	2	1.9	10	2.8	22	4.3
\$4 but not \$6.....	6	6.0	4	3.7	16	4.5	27	5.3
\$6 but not \$8.....	8	8.0	5	4.6	31	8.8	56	11.0
\$8 but not \$10.....	16	6.0	20	18.5	70	19.8	76	14.9
\$10 but not \$12.....	19	19.0	15	13.9	86	24.4	148	29.0
\$12 but not \$14.....	17	17.0	16	14.8	73	20.7	58	11.4
\$14 but not \$16.....	8	8.0	8	7.4	28	7.9	31	6.1
\$16 but not \$18.....	11	11.0	10	9.2	14	4.0	29	5.7
\$18 but not \$20.....	3	3.0	7	6.5	10	2.8	14	2.7
\$20 but not \$25.....	7	7.0	11	10.2	7	2.0	27	5.3
\$25 and over.....	1	1.0	7	6.5	2	.6	17	3.3
Total.....	100	100.0	108	100.0	353	100.0	511	100.0
Median earnings.....	\$11.70		\$13.25		\$11.00		\$10.70	

Actual weekly earnings.	Women in factories.							
	Miscellaneous.				All factories.			
	1920		1919		1920		1919	
	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.	Number.	Per cent.
Under \$2.....	6	2.0	12	3.4	13	1.7	21	2.2
\$2 but not \$4.....	16	5.4	22	6.3	29	3.9	46	4.8
\$4 but not \$6.....	18	6.1	27	7.7	40	5.3	58	6.0
\$6 but not \$8.....	35	11.9	37	10.6	74	9.9	98	10.1
\$8 but not \$10.....	61	20.7	55	15.8	147	19.7	151	15.6
\$10 but not \$12.....	31	10.5	35	10.0	136	18.2	198	20.5
\$12 but not \$14.....	32	10.8	39	11.2	122	16.3	113	11.7
\$14 but not \$16.....	33	11.2	24	6.9	69	9.2	63	6.5
\$16 but not \$18.....	15	5.1	13	3.7	40	5.3	52	5.4
\$18 but not \$20.....	18	6.1	30	8.6	31	4.1	51	5.3
\$20 but not \$25.....	24	8.1	29	8.3	38	5.1	67	6.9
\$25 and over.....	6	2.0	26	7.4	9	1.2	50	5.2
Total.....	295	100.0	349	100.0	748	100.0	968	100.0
Median earnings.....	\$10.80		\$11.40		\$11.05		\$10.95	

Actual weekly earnings.

	Women in laundries.			
	1920		1919	
	Number.	Per cent.	Number.	Per cent.
Under \$2.....	2	0.6	5	1.6
\$2 but not \$4.....	7	2.1	15	4.7
\$4 but not \$6.....	40	11.8	52	16.3
\$6 but not \$8.....	183	53.8	161	50.3
\$8 but not \$10.....	38	11.2	18	5.6
\$10 but not \$12.....	15	4.4	19	5.9
\$12 but not \$14.....	16	4.7	19	5.9
\$14 but not \$16.....	24	7.1	16	5.0
\$16 but not \$18.....	6	1.8	11	3.4
\$18 but not \$20.....	3	.9	1	.3
\$20 but not \$25.....	5	1.5	3	.9
\$25 and over.....	1	.3		
Total.....	340	100.0	320	100.0
Median earnings.....	\$7.30		\$7.00	

The median earnings for women in all industries for the pay-roll period in 1919 were \$11, 10 cents more than the median rate at that time, and the 1920 median earnings were \$11.70, or 45 cents below the 1920 median rate. We find median earnings higher than rates in stores in 1919 and in 1920, while in laundries in both these periods, and in factories in 1920, median earnings are lower than the rates. The difference in rates and earnings in stores is without doubt due to the bonus system.

In the 1919 pay-roll period, 748 women, or 40.5 per cent, earned less than \$10. The per cent of workers in this wage group in 1920 is somewhat lower, being 38.3. The workers who earned \$20 and over constituted 12.6 per cent of the total in 1920 and 12.1 per cent of the total in 1919. When the earnings in the various groups are considered, the number of girls receiving less than \$8 for the week taken in 1920 is found to be 6.7 per cent in stores, 20.9 per cent in factories, and 68.2 per cent in laundries. Over one-half (51.8 per cent) of the women workers who reported wages for a week in 1920 earned less than \$12 that week.

The girls whose earnings were \$20 and over composed 24.9 per cent (or one-quarter) of the women scheduled in 1920 in stores, 6.3 per cent of those in factories, and 1.8 per cent (only 6) of those in laundries.

The relation of earnings to the number of hours worked is shown in the table following:

TABLE 6.—*Number of women earning each classified amount during one weekly pay-roll period in 1920, by hours worked.*

ALL INDUSTRIES.

Hours actually worked.	Number of women whose actual earnings were—													Total number.	Per cent.
	Under \$2.	\$2 and under \$4.	\$4 and under \$6.	\$6 and under \$8.	\$8 and under \$10.	\$10 and under \$12.	\$12 and under \$14.	\$14 and under \$16.	\$16 and under \$18.	\$18 and under \$20.	\$20 and under \$25.	\$25 and over.			
Under 3.....	1												1	0.1	
3 and under 6.....	5												5	.3	
6 and under 9.....	9	3	1										13	.8	
9 and under 12.....	6	3		1									10	.6	
12 and under 15.....		6	1		1								8	.5	
15 and under 18.....		9	5	2									16	1.0	
18 and under 21.....		6	6	1	2	2							17	1.0	
21 and under 24.....		2	5		3	2							12	.7	
24 and under 27.....	1	10	6			1							18	1.1	
27 and under 30.....	2	6	5	2									15	.9	
30 and under 33.....		7	5	3	3	2	1		1				22	1.3	
33 and under 36.....		4	14	7	4	5	3	1	1				39	2.4	
36 and under 39.....		1	11	19	20	15	9	3		1	3		82	5.0	
39 and under 42.....			7	6	19	7	11	4	4	2		2	62	3.8	
42 and under 44½.....			5	6	22	19	2	3	2	1	2		62	3.8	
44½ only.....					2	2	1	1			1		8	.5	
More than 44½ but not 45.....											1		1	.1	
45 only.....				10	38	50	77	65	59	46	74	84	503	30.7	
More than 45 but not 49.....			8	9	17	25	14	6	4	2	3		88	5.4	
49 only.....				1	2	16	16	7	9	4	3	3	61	3.7	
More than 49 but not 49½.....															
49½ only.....				29	14	7	7	10	1	1	1		70	4.3	
More than 49½ but not 50.....							1						1	.1	
50 only.....			1			2	2	5	1				12	.7	
More than 50 but not 52.....				18	5	4	2	2		1			32	2.0	
52 only.....					3	2	4	6		3	8	1	27	1.6	
More than 52 but not 52½.....			2	6		1	1						10	.6	
52½ only.....					4	3	5	4	1				17	1.0	
More than 52½ but not 53.....				1									1	.1	

TABLE 6.—*Number of women earning each classified amount during one weekly pay-roll period in 1920, by hours worked—Continued.*

ALL INDUSTRIES—Concluded.

Hours actually worked.	Number of women whose actual earnings were—														Total number.	Per cent.
	Under \$2.	\$2 and under \$4.	\$4 and under \$6.	\$6 and under \$8.	\$8 and under \$10.	\$10 and under \$12.	\$12 and under \$14.	\$14 and under \$16.	\$16 and under \$18.	\$18 and under \$20.	\$20 and under \$25.	\$25 and over.				
53 only.....			2	59	16	39	50	18	8	6	3		201	12.3		
More than 53 but not 55.....				1	1	2	1		1		1		7	.4		
55 only.....				5	11	13	10	3	7	3	6	1	59	3.6		
More than 55 but not 57.....				1									1	.1		
57 only.....			2	31	7	2	2	7	4		2	1	58	3.5		
More than 57 but not 57½.....																
57½ only.....						1	6	2					9	.5		
More than 57½ but not 58.....																
58 only.....							1	2	6				9	.5		
More than 58 but not 60.....								1	1				2	.1		
60 only.....			2	27	29		4	2		5	6		75	4.6		
More than 60 but not 63.....					4								4	.2		
Total.....	21	33	85	264	232	222	233	155	110	76	115	92	1,638	100.0		
Per cent distribution.....	1.3	2.0	5.2	16.1	14.2	13.6	14.2	9.4	6.7	4.6	7.0	5.6	100	.....	

STORES.

Under 3.....															
3 and under 6.....	1													1	0.1
6 and under 9.....	8	1	1											10	1.5
9 and under 12.....															
12 and under 15.....			2											2	.3
15 and under 18.....			2	3										5	.7
18 and under 21.....				1										1	.1
21 and under 24.....				3		3	2							8	1.2
24 and under 27.....				3	1									4	.6
27 and under 30.....				1	2	1								4	.6
30 and under 33.....				2	2	1	2	1			1			9	1.3
33 and under 36.....					4	2	1							7	1.0
36 and under 39.....					3	3	7	3	1			3		20	2.9
39 and under 42.....						10	3	3	1	1			2	20	2.9
42 and under 44½.....						1	1		1			1		4	.6
44½ only.....															
44½ but not 45.....															
45 only.....															
More than 45 but not 49.....					6	34	48	77	65	59	46	73	83	491	71.9
49 only.....						2	16	16	6	8	4	3	3	58	8.5
More than 49 but not 49½.....															
49½ only.....															
More than 49½ but not 50.....															
50 only.....															
More than 50 but not 52.....															
52 only.....															
More than 52 but not 52½.....															
52½ only.....															
More than 52½ but not 53.....															
53 only.....						2	8	9	6	3	1	2		31	4.5
More than 53 but not 55.....															
55 only.....															
More than 55 but not 57.....															
57 only.....															
More than 57 but not 57½.....															
57½ only.....															
More than 57½ but not 58.....															
58 only.....								1	2	5				8	1.2
More than 58 but not 60.....															
60 only.....															
More than 60 but not 63.....															
Total.....	9	5	14	18	59	88	110	82	76	52	82	88		683	100.0
Per cent distribution.....	1.3	0.7	2	2.6	8.6	12.8	16.1	12	11.1	7.6	12	12.8		100	.....

¹ Of the 1,854 women for whom data were secured in this pay-roll period, 83 did not work this week and 133 did not report number of hours worked.

TABLE 6.—*Number of women earning each classified amount during one weekly pay-roll period in 1920, by hours worked—Concluded.*

LAUNDRIES—Concluded.

Hours actually worked.	Number of women whose actual earnings were—													Total num-ber.	Per cent.
	Under \$2.	\$2 and under \$4.	\$4 and under \$6.	\$6 and under \$8.	\$8 and under \$10.	\$10 and under \$12.	\$12 and under \$14.	\$14 and under \$16.	\$16 and under \$18.	\$18 and under \$20.	\$20 and under \$25.	\$25 and over.			
50 only.....			1										1	0.3	
More than 50 but not 52.....				18	4	2							24	7.1	
52 only.....															
More than 52 but not 52½.....			2	6		1	1						10	2.9	
52½ only.....															
More than 52½ but not 53.....				1									1	.3	
53 only.....			2	59	8	4	5	6	1	1			86	25.3	
More than 53 but not 55.....				1										.3	
55 only.....															
More than 55 but not 57.....				1									1	.3	
57 only.....			2	31	7	1	2	7	4		2	1	57	16.7	
More than 57 but not 57½.....															
57½ only.....															
More than 57½ but not 58.....															
58 only.....															
More than 58 but not 60.....															
60 only.....			2	21	1					1	2		27	7.9	
More than 60 but not 63.....															
Total.....	2	7	40	183	38	15	16	24	6	3	5	1	340	100.1	
Per cent distribution.....	0.6	2.1	11.8	53.8	11.2	4.4	4.7	7.1	1.8	0.9	1.4	0.3	100	.....

The largest group of girls in stores—71.9 per cent—worked 45 hours only during the week in 1920 for which figures were secured. We find their wages in every group from \$6 to \$25 and over; 8.2 per cent received less than \$10, while 31.8 per cent were paid \$20 or over, the latter group including a number of saleswomen receiving a high rate and drawing a large bonus in addition. In factories the largest group of women (37.9 per cent) worked more than 45 but less than 55 hours during this week and their wages had practically the same range as those in stores. However, 15.9 per cent received less than \$10 and only 6.4 per cent as much as \$20.

The laundries had the largest group of their employees—60.9 per cent—working more than 50 hours. More than two-thirds of the women (70.5 per cent) received less than \$8, and only 5 of them, or 2.4 per cent, were paid as much as \$20.

The value of the experience of the worker as shown in her weekly earnings is indicated in the table following.

TABLE 7.—Number of women earning each classified amount during one weekly pay-roll period in 1920, by years in the trade.

STORES.

Actual weekly earnings.	Number of women who had been in this trade—							Total.
	Under 6 months.	6 months but not 1 year.	1 year but not 2 years.	2 but not 5 years.	5 but not 10 years.	10 but not 15 years.	15 years and over.	
Under \$2.....								
\$2 but not \$4.....	1			1				2
\$4 but not \$6.....	3	1	2				1	7
\$6 but not \$8.....	2	2	1					5
\$8 but not \$10.....	4	3	5	7	3			22
\$10 but not \$12.....	9	5	8	15	2			41
\$12 but not \$14.....	3	7	10	25	10	2	3	60
\$14 but not \$16.....	2	3	5	13	8	4	5	40
\$16 but not \$18.....		1	3	20	8	7		39
\$18 but not \$20.....			4	9	8	2	2	25
\$20 but not \$25.....			1	14	10	9	6	40
\$25 and over.....	1			2	15	7	14	39
Total.....	25	22	39	106	64	33	31	320
Per cent distribution.....	7.8	6.9	12.2	33.1	20.0	10.3	9.7	100.0
Median earnings for this group.....	\$10.55	\$12.00	\$12.70	\$14.85	\$18.40	\$19.50	\$23.75	\$15.20

FACTORIES.

Under \$2.....	1						1	2
\$2 but not \$4.....	1					1		2
\$4 but not \$6.....	3		3	1			2	9
\$6 but not \$8.....	2	1		7	2	1	2	15
\$8 but not \$10.....	10	5	7	17	2	2	4	47
\$10 but not \$12.....	11	14	4	9	3	5		46
\$12 but not \$14.....	5	7	8	11	11	4	1	47
\$14 but not \$16.....	3	3	5	3	5	1	1	21
\$16 but not \$18.....		1			3	2	2	12
\$18 but not \$20.....		1	1	2	2	3	3	12
\$20 but not \$25.....			1	5	1	3	5	15
\$25 and over.....					1		1	2
Total.....	36	32	29	59	30	22	22	230
Per cent distribution.....	15.7	13.9	12.6	25.7	13.0	9.6	9.6	100.0
Median earnings for group.....	\$10.25	\$11.50	\$12.15	\$11.00	\$13.55	\$13.25	\$16.00	\$11.75

LAUNDRIES.

Under \$2.....								
\$2 but not \$4.....								
\$4 but not \$6.....			1	1				2
\$6 but not \$8.....	7	10	10	12	7	3		49
\$8 but not \$10.....	1	1	1	3	3	1		10
\$10 but not \$12.....	2			2	2		3	9
\$12 but not \$14.....	2	1	1	1			1	6
\$14 but not \$16.....		3	3	2	2	1	1	12
\$16 but not \$18.....			1			1		2
\$18 but not \$20.....						1		1
\$20 but not \$25.....				1				1
\$25 and over.....							1	1
Total.....	12	15	17	22	14	7	6	93
Per cent distribution.....	12.9	16.1	18.3	23.7	15.1	7.5	6.5	100.0
Median earnings for this group.....	(1)	(1)	(1)	\$7.75	(1)	(1)	(1)	\$7.80

¹ Of the 700 workers who supplied personal record cards, 37 did not state the number of years in the trade and 20 did not work this week.

TABLE 7.—*Number of women earning each classified amount during one weekly pay-roll period in 1920, by years in the trade—Concluded.*

ALL INDUSTRIES.

Actual weekly earnings.	Number of women who had been in this trade—						Total.
	Under 6 months.	6 months but not 1 year.	1 year but not 2 years.	2 but not 5 years.	5 but not 10 years.	10 but not 15 years.	15 years and over.
Under \$2.....	1						2
\$2 but not \$4.....	2			1		1	4
\$4 but not \$6.....	6	1	6	2			15
\$6 but not \$8.....	11	13	11	19	9	4	69
\$8 but not \$10.....	15	9	13	27	8	3	79
\$10 but not \$12.....	22	19	12	26	7	7	96
\$12 but not \$14.....	10	15	19	37	21	6	113
\$14 but not \$16.....	5	9	13	18	15	6	73
\$16 but not \$18.....		2	4	24	11	10	53
\$18 but not \$20.....		1	5	11	10	6	38
\$20 but not \$25.....			2	20	11	12	56
\$25 and over.....	1			2	16	7	42
Total.....	73	69	85	187	108	62	643
Per cent distribution.	11.4	10.7	13.2	29.1	16.8	9.6	100.0
Median earnings for this group.....	\$10.15	\$11.20	\$12.05	\$13.00	\$15.25	\$16.90	\$19.00

¹ Not computed, owing to small number involved.

Women in stores show a steady increase in earnings directly in proportion to the length of their experience. The women with the lowest earnings, a median of \$10.55, are those who had worked in the trade less than 6 months, while the highest paid group, with a median of \$23.75, is composed of workers who had been in the trade 15 years and over. The steady increase of earnings with experience is true also of the factory workers, with the exception of one group, viz, women who had been in the trade from 2 to 5 years yet earned less than those with from 6 months' to 2 years' experience. Probably this is due to the different occupations in the two groups, but this does not appear in the table. Girls who had been in the trade less than 6 months had median earnings of \$10.25, which is 30 cents less than the median for the girls in stores. The median after 15 years' experience in factories is \$16, compared with \$23.75 in stores.¹

Median earnings in laundries fall in the \$7 wage group until the workers have had 5 years' experience, after which they rise, reaching a maximum of \$12 after 15 years in the trade.

When the advantage of experience to the worker is compared in stores, factories, and laundries, it is clear that stores pay the most and laundries the least. The earnings of the women in stores show an increase—largely owing to the bonus system among saleswomen—of 120.1 per cent from the group that has worked less than 6 months to the one whose years of experience are 15 and over. In factories the increase from the group with the shortest experience to that with the longest is 56.1 per cent and in laundries it is 55.8 per cent.

The earnings of the worker in relation to her age can not be accurately determined, as experience, temperament, and health must also be considered. The table following gives the ages and one week's earnings of 666 women.

¹ The effect of the bonus system in stores must not be overlooked.

TABLE 8.—Number of women earning each classified amount, 1920 pay-roll period, by age.

ALL INDUSTRIES.

Actual weekly earnings.	Number of women whose age was—									Total.	
	14 and under 15 years.	15 and under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 and under 60 years.	60 years and over.	Number.	Per cent.
Under \$2.....					1		1			2	0.3
\$2 and under \$4.....		2			2					4	.6
\$4 and under \$6.....		2	6	2	4	2	2	1		19	2.9
\$6 and under \$8.....	1	3	9	10	27	10	10	2	2	74	11.1
\$8 and under \$10.....	2	5	15	13	20	14	7	7	1	84	12.6
\$10 and under \$12.....	1	2	24	18	26	15	6	4	1	97	14.6
\$12 and under \$14.....		1	13	21	38	20	15	7	3	118	17.7
\$14 and under \$15.....			7	7	34	17	8	4		77	11.6
\$16 and under \$18.....			4	5	24	13	6	2		54	8.1
\$18 and under \$20.....			1		20	15	2	2		40	6.0
\$20 and under \$25.....				1	25	17	9	2		54	8.1
\$25 and over.....					13	19	8	2	1	43	6.3
Total.....	4	15	79	77	234	142	74	33	8	1 666	100.0
Per cent distribution..	0.6	2.3	11.9	11.6	35.1	21.3	11.1	5.0	1.2	100.0	
Median earnings.....	(2)	\$8. 20	\$10. 80	\$11. 50	\$13. 95	\$15. 25	\$13. 55	\$12. 65	(2)	\$12. 90	

STORES.

Under \$2.....											
\$2 and under \$4.....		2								2	0.6
\$4 and under \$6.....		2	3			1	1			7	2.1
\$6 and under \$8.....			2		4					6	1.8
\$8 and under \$10.....	2	3	5	4	8	1	1			21	7.2
\$10 and under \$12.....	1	1	9	10	11	6	3	1		42	12.6
\$12 and under \$14.....		1	2	11	19	12	11	5	2	63	18.9
\$14 and under \$16.....			3	2	22	9	6	2		44	13.2
\$16 and under \$18.....			3	5	18	10	3	1		40	12.0
\$18 and under \$20.....					14	11	1			26	7.5
\$20 and under \$25.....				1	19	10	8	1		39	11.7
\$25 and over.....					13	17	7	2	1	40	12.0
Total.....	3	9	27	33	128	77	41	12	3	333	100.0
Per cent distribution..	0.9	2.7	8.1	9.9	38.4	23.1	12.3	3.6	0.9	100.0	
Median earnings.....	(2)	(2)	\$10. 80	\$12. 45	\$16. 00	\$17. 90	\$15. 50	\$14. 00	(2)	\$15. 00	

FACTORIES.

Under \$2.....				1		1			2	0.8
\$2 and under \$4.....				2					2	.8
\$4 and under \$6.....		3	2	2	1	1	1		10	4.2
\$6 and under \$8.....	2	1	4	3	2	2	2	1	17	7.1
\$8 and under \$10.....	2	8	7	9	11	5	7	1	50	21.0
\$10 and under \$12.....	1	14	8	11	7	2	2	1	46	19.3
\$12 and under \$14.....		11	9	16	8	3	2		49	20.6
\$14 and under \$16.....		3	4	6	6	1	1		21	8.8
\$16 and under \$18.....		1		5	2	3	1	1	12	5.0
\$18 and under \$20.....		1		6	4	1	1		13	5.5
\$20 and over \$25.....				5	7	1	1		14	5.9
\$25 and over.....					1	1			2	.8
Total.....	5	42	34	66	49	21	18	3	238	100.0
Per cent distribution.....	2.1	17.6	14.3	27.7	20.6	8.8	7.6	1.3		100.0
Median earnings.....	(2)	\$11.35	\$11.13	\$12.70	\$12.90	\$11.50	\$9.85	(2)		\$11.65

¹ Of the 700 women who supplied personal record cards, 13 did not state their age and 21 did not work this week.

² Not computed, owing to small number involved.

TABLE 8.—Number of women earning each classified amount, 1920 pay-roll period, by age—Concluded.

LAUNDRIES.

Actual weekly earnings.	Number of women whose age was—									Total.	
	14 and under 15 years.	15 and under 16 years.	16 and under 18 years.	18 and under 20 years.	20 and under 30 years.	30 and under 40 years.	40 and under 50 years.	50 and under 60 years.	60 years and over.	Num-ber.	Per cent.
Under \$2.....											
\$2 and under \$4.....											
\$4 and under \$6.....					2					2	2.1
\$6 and under \$8.....	1	1	6	6	20	8	8		1	51	53.7
\$8 and under \$10.....			2	2	3	2	1			10	10.5
\$10 and under \$12.....			1		4	2	1	1		9	9.5
\$12 and under \$14.....				1	3		1		1	6	6.3
\$14 and under \$16.....			1	1	6	2	1	1		12	12.6
\$16 and under \$18.....					1	1				2	2.1
\$18 and under \$20.....								1		1	1.1
\$20 and under \$25.....					1					1	1.1
\$25 and over.....						1				1	1.1
Total.....	1	1	10	10	40	16	12	3	2	95	100.0
Per cent distribution..	1.1	1.1	10.5	10.5	42.1	16.8	12.6	3.2	2.1	100.00	
Median earnings.....	(2)	(2)	\$7.85	\$7.85	\$7.85	\$8.00	\$7.65	(2)	(2)	\$7.80	

* Not computed, owing to small number involved.

In stores nearly two-fifths of the women (38.4 per cent) were between 20 and 30 years of age, and 46.1 per cent of these received between \$12 and \$18 for the week under consideration. Exactly one-fourth were paid \$20 or more. More than one-half (53.6 per cent) of the women over 40 years of age also were in the \$12 to \$18 groups, but 33.9 per cent received \$20 or over. Of the girls under 20 years of age, 68.1 per cent were paid \$8 to \$14, and only 1 girl (1.4 per cent) received as much as \$20.

Women who work in factories, like those in stores, show the largest group of workers in the 20 to 30 age group, and 54.5 per cent of these women earned from \$8 to \$14 this week, while 7.6 per cent received \$20 or more. Of the wage earners below 20 in the factory group, 74.1 per cent received \$8 to \$14, and none received as much as \$20 though 3 women over 40 years of age did so.

Most of the workers in laundries, like those in stores and factories, are in the 20 to 30 years group, and more than one-half of these earned less than \$8 this week, as they did in both younger and older groups.

This report indicates, therefore, that more of the women working are between 20 and 30 years of age than in any other group, and that more than one-third of these received less than \$12 during the week in 1920 for which wage data were secured.

TABLE 9.—*Weekly earnings of women living at home and of women boarding, 1920 pay-roll period.*

Actual weekly earnings.	All industries.		Stores.		Factories.		Laundries.	
	Women living at home.	Women boarding.	Women living at home.	Women boarding.	Women living at home.	Women boarding.	Women living at home.	Women boarding.
Under \$2.....	2				2			
\$2 but not \$4.....	4		2		2			
\$4 but not \$6.....	18	1	7		10		1	1
\$6 but not \$8.....	73	1	6		17		50	1
\$8 but not \$10.....	76	8	22	2	46	4	8	2
\$10 but not \$12.....	86	11	37	5	42	4	7	2
\$12 but not \$14.....	102	18	53	12	43	6	6	
\$14 but not \$16.....	64	13	36	8	17	4	11	1
\$16 but not \$18.....	44	10	30	10	12		2	
\$18 but not \$20.....	32	9	19	8	12	1	1	
\$20 but not \$25.....	45	13	30	12	14	1	1	
\$25 and over.....	36	10	34	9	2			1
Total.....	1 582	1 94	276	66	219	20	87	8
Per cent distribution.	86.1	13.9	80.7	19.3	91.6	8.4	91.6	8.4
Median earnings.....	\$11.70		\$15.15		\$11.05		\$7.30	

¹ Of the 700 workers who supplied personal record cards, 3 did not report living conditions and 21 did not work this week. Women who reported that they both lived with relatives and boarded are classified as living at home.

The number of girls who reported that they lived at home is more than six times as great as the number of those who boarded. A less proportion of the women in stores were living at home (80.7 per cent) than of the women in factories (91.6 per cent) or of those in laundries (91.6 per cent). Whether or not the higher earnings of the girls in the stores bears a relation to the greater number of them that boarded away from home, it is difficult to say, but it is a fact that 44.4 per cent of the store employees in this table earned \$16 or more during this weekly pay-roll period. In factories only 17.6 per cent of the workers, and in laundries only 5.3 per cent, earned as much as \$16.

In order to estimate the amount of money which the working woman in Atlanta received during one year as a return for her labor, the 52-week pay roll or the yearly earnings of 199 women were secured for 1919-20. Representative women were taken, 63 from stores, 103 from factories, and 33 from laundries. These women were, naturally, the steady workers, those who had been with an establishment the entire year, and in most cases they were selected by the management rather than by the investigators.

The median yearly earnings of the 63 women in the stores were found to be \$815. Of these 17, or 27 per cent, received less than \$600. Two received less than \$400, but 9 had total earnings of more than \$1,200.

The median yearly earnings of the 103 women in the factories were \$610. Of these 19 women, or 18.4 per cent, earned less than \$500, five of them receiving less than \$400. The highest amounts were received by 11 girls who reported yearly earnings of between \$1,000 and \$1,200.

The median yearly earnings of the 33 women in laundries were \$395. Of these 24 women, or nearly three-fourths, received less than \$600; 20 received less than \$500 and 17, or more than one-half of all reporting, received less than \$400. Only one woman earned as much as \$800 during the year.

TABLE 10.—*Annual earnings of 199 women for whom 52-week pay-roll records were secured, 1919-1920.*

Actual annual earnings.	Number of women receiving each specified amount.							
	All industries.		Stores.		Factories.		Laundries.	
	Num- ber.	Per cent.	Num- ber.	Per cent.	Num- ber.	Per cent.	Num- ber.	Per. cent.
\$200 but less than \$300.....	2	1.0	.....	.....	1	1.0	1	3.0
\$300 but less than \$400.....	22	11.1	2	3.1	4	3.9	16	48.5
\$400 but less than \$500.....	21	10.6	4	6.3	14	13.6	3	9.1
\$500 but less than \$600.....	35	17.6	11	17.5	20	19.4	4	12.1
\$600 but less than \$700.....	28	14.1	8	12.7	15	14.6	5	15.2
\$700 but less than \$800.....	23	11.6	5	7.9	15	14.6	3	9.1
\$800 but less than \$900.....	24	12.1	10	15.9	13	12.6	1	3.0
\$900 but less than \$1,000.....	15	7.5	5	7.9	10	9.7	.....	.....
\$1,000 but less than \$1,200.....	20	10.1	9	14.3	11	10.7	.....	.....
\$1,200 but less than \$1,500.....	3	1.5	3	4.8	.....	.....	.....	.....
\$1,500 but less than \$2,000.....	4	2.0	4	6.3	.....	.....	.....	.....
\$2,000 and over.....	2	1.0	2	3.1	.....	.....	.....	.....
Total.....	199	100.0	63	100.0	103	100.0	33	100.0
Median annual earnings.....	\$610	.....	\$815	.....	\$610	.....	\$395	.....

WORKING CONDITIONS IN FACTORIES AND LAUNDRIES.¹

General conditions.

General conditions affecting all the workers, such as space, cleanliness, heating, and ventilation, were found fairly satisfactory in the establishments visited. Only 7 of the 20 plants where conditions were noted were inadequate as to space and cleanliness, 4 had insufficient heating, and 3 had poor ventilation. The natural light was good in 18 of the 20; however, in 3 of these places some of the women, engaged on work necessitating close application of the eyes, faced the windows, suffering at times from a glare as detrimental to the sight as is insufficient light. When artificial light was necessary, less care and thought were evident. In only 3 factories was the artificial light satisfactory; in 16 it was either inadequate or badly arranged.²

The matter of seating showed great need of improvement. It is obvious that constant standing adds greatly to the strain of work. The State law on the subject reads as follows:

All persons and corporations employing females in manufacturing, mechanical, or mercantile establishments, must provide suitable seats and permit their use by such females when not necessarily engaged in the active duties for which they are employed.

In spite of this law no seats were supplied for the workers in 5 plants; in 1, employing a large number of workers, the number of seats was wholly insufficient; and in 10 the seats were not properly adjusted to the workers and to the work. Where the chairs supplied are without backs or are too high from the floor there is, instead of the strain of constant standing, the strain of wrong posture.

The subject of fire hazards could not be exhaustively gone into, as such a study would require expert and technical treatment. Certain violations of the State law, however, were noted. This law requires owners of buildings more than two stories in height and used in the third or higher stories in whole or in part as factory or workshop, to provide more than one way of egress from each story above the second; to have all the main doors of the building, both inside and outside, opening outwardly; and to supply amply each story with means for extinguishing fires. In four establishments doors were found opening inward. In one of these there were additional fire risks, as there was only one wooden stairway as an exit from the third floor where the factory was located. There were no fire escapes or fire extinguishers. Two other factories with highly inflammable stock, operating on a fourth floor, had only one stairway, poorly lighted, as a means of exit, besides a freight elevator rudely constructed of wood that would be extremely dangerous in case of fire. Another establishment was old and rambling, with its exits difficult of access. In one factory where women were at work on the third floor, surrounded by inflammable material, there were no fire extinguishers in sight; and in a laundry occupying a two-story building only one small fire extinguisher was seen.

¹ The conditions in stores are not included in the following discussion.

² For one factory there is no report on artificial light.

Sanitation.

In the matter of sanitary drinking, washing, and toilet facilities the establishments fell far below the standards recommended. In only 3 of the 20 plants were there bubble fountains. In one factory, employing only a few women, an ice cooler and individual drinking cups were supplied. The remaining establishments showed a wide variety of drinking arrangements. Usually the workers drank the water from faucets in the work rooms, no provision being made for cooled water. Occasionally water was kept in workrooms in a cooler, but more frequently it was in buckets, old barrels, and kegs. The reports showed that only common drinking cups, or none at all, were provided in 17 establishments. In one factory no drinking water was supplied, but cold drinks were kept on ice and sold to the workers.

The washing facilities were extremely poor, showing but scant regard for the health and comfort of the workers or the cleanliness of their work. Only 3 establishments were reported as having good conditions in this respect and in one of these only common rollers towels were provided and in another no towels at all. The conditions in a fourth establishment, a candy factory, were only fair, for although liquid soap and paper towels were furnished there was no hot water. The best arrangements consisted of basins with hot and cold water in both the workrooms and toilet rooms, of liquid soap, a hot-air drier, and pull-clean towels. In 2 plants there were no washing facilities and in 13 they were inadequate. Usually the women washed at sinks in the workroom, and soap and towels were not provided. Hot water was supplied in only 3 instances. For the protection of the consumer it is imperative for establishments handling food products to have proper washing facilities. Nevertheless, in 3 of the 5 candy factories visited only cold water was furnished, in one there were no towels, in one there was no soap. A preserving factory had dirty wash basins, with no soap and no towels.

Toilets.

There is no law in Georgia specifying a definite ratio between the number of toilets and the number of workers employed. As a basis of the adequacy of the toilet accommodations the standard of the Women's Bureau, requiring one toilet for every 20 women and one toilet for every additional 15 women or fraction thereof, was used. By this test 11 places had a sufficient number of toilets and 8 an insufficient number. In one factory in the busy season there was only one toilet for 60 women. In the matter of location, cleanliness, and ventilation of toilet rooms, 5 were reported as good, 14 as poor, and 1 as fair. The toilets in 11 establishments were located in workrooms and separated from them usually only by a thin wooden partition reaching half way to the ceiling, the doors opening directly into the workrooms except in three cases. In 7 plants the toilets were poorly ventilated, and it was not uncommon to find that those separated from the workrooms by partitions, which reached only part way to the ceiling, had no outside means of ventilation. In 7 establishments the toilets were described as dirty, and a worker in one factory, where food products were handled, stated that the toilet was in such bad condition that she never entered it. In a factory occupying four stories there were toilets on only one floor, making it necessary for workers to go quite a long distance.

Uniforms.

In industries where food products are handled by the workers, uniforms consisting of caps and enveloping aprons are essential in order that the products may be sanitary and that the women's clothing may be protected. In only one candy factory, however, were the girls required to wear caps and aprons. In only 2 other plants of all those plants visited was any sort of uniform found. The women in one laundry wore aprons, which could be laundered at the plant for one-fourth the regular price. The few women employed in a wooden-box factory wore overalls to prevent their skirts from catching in the machinery.

Lunch rooms.

But little effort had been made by the management of the plants to provide lunch rooms, there being no provision at all in 17 of the establishments visited. In 2 others the accommodations were quite inadequate, consisting in one case of a crowded room without windows, depending upon the adjoining room for light and ventilation, where the girls ate the lunches they brought with them and nothing was served; while in the other case the room was too small (a larger one was in process of construction at the time of the agent's visit), but the management served a cheap and nourishing luncheon. Only one other lunch room was found. This was described as adequate, since a cafeteria lunch was served at low prices, but the room was not attractive in appearance. In the other plants the employees brought their lunches and ate them at the work tables or machines. The atmosphere in one of the laundries was so unbearable in summer that the girls were forced to go out on the sidewalk to eat lunch, standing up or sitting on doorsills. One mill gave an hour's lunch period, permitting the workers, most of whom lived in the immediate neighborhood, to go home if they so desired.

Rest rooms.

Rest rooms evidently were considered an unnecessary adjunct by the firms visited, for only 2 had set apart a definite room where a girl could rest comfortably in case of sickness or accident, and one of these rooms had not been equipped at the time of the investigation. In a third establishment there was a couch in the cloakroom, but in the other 17 no provision was made. In establishments where workers stand continuously at their occupations, and especially in laundries where the excessive heat and humidity of the atmosphere add greatly to the fatigue of the women, rest rooms are essential. In one laundry two girls were seen lying on pressing tables, with bundles of clothes for pillows. One candy factory was unique in that it had set apart a room—spacious and pleasantly furnished with easy chairs, desks, long tables, the latest magazines, a victrola, and potted ferns—where the girls could lounge and amuse themselves at lunch time.

Cloakrooms.

In most instances the provisions for cloakrooms were wholly inadequate. Only 4 plants had supplied suitable and comfortable cloakrooms furnished with individual lockers or racks with hangers. In 7 establishments there were no cloakrooms; the girls hung their

wraps in the workrooms; and in one laundry the girls wore their hats all day. In 9 other establishments the cloakrooms were found to be inadequate in size, location, or equipment, and frequently in all three. The most usual type was a small room inclosed by an eight-foot wooden partition. Sometimes there was no outside ventilation or light. In many cases the room was dirty and untidy and the only equipment consisted of nails in the walls.

Health service.

It would appear necessary that a first-aid equipment should be supplied in establishments where women are at work, since accident or illness is likely to occur; yet in only 9 places was any equipment found, and some of these had only a few simple remedies. In 10 of the plants there was no equipment of any sort. The ideal arrangement was found, however, in one candy factory, where there was a small emergency room adequately equipped. There was a registered nurse in charge, who also kept the health records. Only four firms definitely reported a special person in charge of the first aid, and in only the one plant mentioned were health records kept.

Employment management.

Atlanta was found to be extremely conservative in a program of employment management. In only one of the 20 industrial establishments visited was there an employment manager in charge of engaging and discharging the girls and of cooperating with superintendent and foreman on employment problems.





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